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FOREIGN MISSION POLICIES

As Adopted by the Boards of Managers

AMERICAN BAPTIST
FOREIGN MISSION SOCIETY

WOMAN'S AMERICAN BAPTIST
FOREIGN MISSION SOCIETY

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FOREIGN MISSION POLICIES

FINDINGS *of the* SPECIAL CONFERENCE *of the*

BOARDS *of* MANAGERS *and* DELEGATES *from the* TEN MISSIONS

of the AMERICAN BAPTIST FOREIGN MISSION SOCIETY *and the* WOMAN'S AMERICAN BAPTIST FOREIGN MISSION SOCIETY HELD IN NEW YORK CITY, NOV. 18 - DEC. 2, 1925.

As finally adopted by the Boards of Managers

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Foreword

IN THE summer of 1912 the Boards of Managers of the American Baptist Foreign Mission Society and the Woman's American Baptist Foreign Mission Society held a conference extending through several days at Newton Center, Mass., in which representatives of the various missions of those organizations discussed certain administrative questions. This brief conference proved so helpful that a more formal meeting was held at Newton Center, Mass., April 25-May 8, 1917. The discussions and findings were far more comprehensive than those of the gathering in 1912.

The war and its worldwide effects and the many changes that have occurred since the war made another conference necessary.

Accordingly, after nearly two years of preparation a third conference was held in New York City on November 18-December 2, 1925. To that conference all of the ten missions of the two Societies appointed delegates, who sat with representatives of the Boards. Certain recommendations were made to the missions and the Boards of Managers by this conference. These recommendations were submitted to the ten missions of the two Societies. In the light of their actions a Joint Committee of the two Boards drafted the "Foreign Mission Policies" which follow and submitted them to the two Boards. The Boards have now approved them and authorized their publication.

While it was fully recognized that conditions are arising in the world at large which require changes in methods of administration, there could be no change in the great objective of the Christian missionary enterprise, which is to lead men everywhere to accept Jesus Christ as Saviour and Lord, through whom thy may find the Father. While it was felt that certain changes in methods may be urgently required, it was recognized that the greatest need still remain in the realm of the spirit.

THE CHURCHES ON THE MISSION FIELD

I. Importance of the Church

The paramount aim of the Christian missionary enterprise is to lead men everywhere to accept Jesus Christ as Saviour and Lord, through whom they may find the Father, and to establish among them New Testament churches which will maintain and propagate the teachings of Jesus Christ. In the development of the Christian constituency and of the churches it was found necessary to establish institutions which were educational in character in order that national leaders might be prepared to assume responsibility in the conduct of church activities and in the development of personal evangelism.

Since the foreign mission organization in any land must be regarded as a temporary structure, success in the work of foreign mission agencies may be measured by the progress attained in the establishment of truly indigenous churches.

II. Characteristics of an Indigenous Church

Although an indigenous church is not easily defined, yet there are certain characteristics which are clearly discernible. While such a church is commonly described as self-supporting, self-governing, and self-propagating, yet the essential characteristics of a truly indigenous church are spiritual. It will be conscious of its own direct relationship to Christ and responsibility to Him, and will have full confidence in the power of the Spirit alone to energize and direct it. A church may be small in membership, simple in its organization and activities, and even partially dependent on foreign financial aid, but if it has life and is doing its utmost to express such life it may properly be considered indigenous. This essential life inevitably seeks to express itself, however, in complete self-government, self-support and self-propagation.

It follows that a truly indigenous church will not merely appropriate those values which have been brought to it by others, but will make use of any permanent values in its own heritage and will endeavor to make its own contribution to the world's knowledge of the riches available in Christ.

III. Evidences of Progress Toward Indigenous Churches

The birth of genuine indigenous churches has taken place. The chief concern should be to recognize them and sympathetically cooperate with them until they reach full attainment in Christ. While it may be admitted that there is much room for improvement, yet it is true that there are already large numbers of village, rural and jungle churches which individually are aggressive spiritual forces in their own areas and, united, afford possibilities of great power in widespread and effective evangelism. Also, in some towns and cities, there are churches which are themselves actively supporting evangelistic and other forms of Christian work.

The giving of the churches on the mission field is an evidence of progress. While financial independence is not the chief, nor the only, goal of the church, progress in self-support is convincing evidence of vitality. Financial responsibility should surely keep pace with the assumption of administrative responsibility. It is sometimes however a question when numbers and economic conditions are considered whether the churches in the foreign fields are not more generous in their support of Christian work than the churches in America.

Furthermore, a powerful Christian influence is already being brought into the national life by the relatively large number of individuals who have been trained in Christian institutions or who have in other ways been brought into allegiance to Christian ideals and who are holding positions, many of which are of great importance, in political, economic and social affairs. The church as a body has also already attained a position of importance in influencing many phases of community life.

IV. Some Problems Confronting the Indigenous Churches

1. Churches and schools on the mission field have had a large share in the quickening of national consciousness. They have also manifested a growing appreciation of the need for more aggressive evangelism. One of the most urgent tasks now before them is the deepening of the sense of responsibility for the spiritual welfare of the entire nation.

2. For the growth and proper development of the indigenous Christian church it is necessary that an effective correlation between schools and churches should be brought about so as to make possible on the part of the churches a more careful direction, and a larger place for the activities of students and graduates in our schools. The success of evangelism in our schools during the past twenty years in winning students to Christ has secured for the Christian movement position, power, influence, leadership, and opportunity. These advantages should be used to strengthen the churches in spirit, purpose, and organization, that they may more effectively meet their evangelistic and social opportunities.

3. The churches on the mission fields are already possessed of such resources in spiritual life, administrative ability, and leadership that they can and should increasingly undertake the responsibility for Christian work in their own lands. Every mission should, therefore, take immediate steps to prepare for the ultimate assumption of full proprietorship as regards Christian work by the native churches.

V. Claims of the Indigenous Churches on the Churches in America

We have reason to be profoundly grateful to God for the evidences which are now apparent on many of our fields that the churches are coming to a realization of their own power and responsibilities. The willingness to take a larger part in the conduct of the work, the move to organize indigenous

bodies for the direction of the Christian movement, and the advance in self-support are developments which may be considered wholly normal and desirable.

It must be borne in mind that the readjustments required by these developments cannot be accomplished hastily, but that on most of the fields many years will pass before the indigenous churches can be expected to reach such a stage of development as will justify the American churches in withdrawing their support. The history of our own work gives one happy illustration of a field ultimately reaching entire self-support. In Sweden work was begun some seventy-five years ago. It has now been a good many years since we have found it needful to expend any large amount of money in that country. Baptists have increased to the number of 60,000 and the work is not only self-supporting but foreign missionaries have been sent to other countries in the proportion of one to every 600 members in the Baptist churches in Sweden.

The situation in non-Christian countries, however, is quite different from that which was the case in Sweden. In the latter country our work was carried on with a Christian and even Protestant background, while in the Far East, British India and Africa nothing could be taken for granted but foundations have had to be laid in the minutest detail. It is obvious, therefore, that a far longer period will be required for the full development of the churches on these fields.

At present the churches on the mission fields are, for the most part, few in number, and not great in financial power. The intensive policy pursued by the Boards during the past years has had for its aim the bringing of the churches and native organizations to the place where they can take the leadership in the evangelization of their own lands. The number of Christians is so small, when compared with the great mass of the non-Christian population, and their economic position is so low that it is clear that greater, not less, aid should be extended in the effort of the churches to evangelize the communities for which Baptists are definitely responsible. Missionaries moreover will still be needed to act as counsellors and examples of faithful, energetic service.

When the strength of the native organization shall have increased to such a degree as to justify us in withdrawing any substantial part of our support, it should be borne in mind that there will still be large areas of unoccupied territory throughout the world and that Baptists as well as other evangelical groups will have an obligation towards these neglected fields.

LEADERSHIP

I. General Policy

All branches and activities of the church and all its wider influences in community and state should become truly indigenous. It is evident that there are on the mission fields nationals of ability and consecration who are able to

assume a larger share of responsibility in the upbuilding of the church. Therefore, the use of well-trained native leaders should be encouraged in all departments of the work. Each mission is urged to make a fresh investigation of the conditions in its field with a view to determining methods to be pursued in securing a larger participation by native leaders in the responsibility for all phases of the work.

II. Securing and Training of Leaders

It is important that the best gifts within the growing Christian community should be claimed for Christian leadership. When young men and women who possess the gifts and spirit requisite to effective Christian service are found they should be encouraged to use their gifts and should be challenged with opportunity to augment their powers in Christian service.

This fundamental work of securing and training leaders should be carried on with all grades of workers from village deacon or young teacher to the college graduate. Truly qualified leaders who have emerged into a limited sphere of activity should be given the additional training which shall fit them for more effective leadership.

In view of the necessity for a trained leadership, all Christian agencies are urged to recognize their responsibility for fostering and supporting efficient schools and such other agencies and activities as may prove of value for the training and nurture of Christian leaders.

III. Higher Training of Leaders

It is becoming increasingly possible for native leaders to secure adequate post-graduate work in their own countries, thus securing at the same time the conservation of desirable national traits of character and the attainment of education of a high standard. It may be necessary in rare instances to supplement the training of leaders on the field by providing for further study for a brief period in America by a limited number of exceptionally qualified and mature Oriental students.

Those sent abroad for study should possess sound character and genuine Christian experience, should be proved in active service, should have fully availed themselves of facilities for higher education on the field, and should have an adequate knowledge of English. They should be sent only on approval of the Mission Conference on the field, and with the full knowledge and approval of the Boards. It should be clearly understood that provision for the financial support of students aided in study abroad should be assured, and the form of service for which they are preparing, as well as the period of their study abroad, should be carefully determined before they leave their own country. Upon their return from America, a normal relationship should be established with the administrative bodies on the field.

IV. Training Lay Leaders

The modern foreign mission movement has undoubtedly placed undue emphasis on pay for Christian service. It is necessary, therefore, that the responsibility upon Christians of all grades of culture to exercise their gifts for the Kingdom be clearly taught and promoted by every available means, and that opportunities for their training be provided. From among such volunteer workers leadership of the greatest value may confidently be expected.

V. Leadership in Community and State

Baptist polity, tending to democracy in all aspects of the work, furnishes a training favorable to wider influence in these days of growing social and political democracy in the Orient.

The tendency of native Christians to find places of service in community and state is viewed with approval.

RESPONSIBILITY AND CONTRIBUTION OF WOMEN

The elevation of women in Oriental lands has been in a very large measure due to the influence of the Christian message.

The progress of the churches in almost all fields depends far more than is generally realized on the reaching and training of Christian women for participation in the life and work of the church. There are many and convincing evidences of progress in gathering women into the churches, in educating girls and women in our schools and in developing leadership among women in local, provincial and national organizations.

In almost all fields there are outstanding Christian women in educational circles. In Japan and Burma especially women have also become active in reform movements. There are indications in India that women with higher education are beginning to take active part in political councils.

The Baptist Church is a democratic body in which women have equal rights and responsibilities with men as members. It has been found that women have a real contribution to make to church life and it is evident that men alone are not to function for all in church matters. Since the influence of Christian women in the home is far reaching it is absolutely necessary to Christian progress to educate girls who are to be the mothers in the Christian homes up to the same standard as that of the fathers. Work for women, therefore, is fundamental and it is essential for Christian womanhood to progress side by side with Christian manhood in developing Christian communities.

Women should be trained to take their part in church and community life as volunteer workers and be encouraged to go without salaries into church activities and social service work, such as infant welfare, public sanitation, temperance. As the national conventions take over the work on their fields qualified women should be placed on boards and committees.

The following needs in the work for women are therefore emphasized:

1. More women missionary evangelists.
2. More missionaries with special training in health education.
3. More stress upon specialized training of able women for evangelistic work as Bible women who shall receive a salary commensurate with their ability and education.
4. Careful attention to the training of wives of pastors and teachers for evangelistic work, for religious education, for home-making and social service.
5. More effort to follow up and enlist in Kingdom service as an integral part of church activity the young women who have been taught in our mission schools.

THE WORK OF THE FOREIGN MISSIONARY IN THE LIGHT OF CHANGED CONDITIONS

I. Functions

The primary work of the missionary is to lead men to accept Christ as personal Saviour and Lord. In this age when missionary service is more highly specialized than it was a generation ago, it is particularly important that whatever may be the method employed by him, the missionary should never lose sight of his supreme mission. His contribution is spiritual; its fruitage is Christian faith and purpose, a new life, a new devotion to God. It is this result alone which justifies all the more obvious activities of the missionary. Without it, specialization, administrative efficiency, numerical results—important though they all are—lose their real significance. The missionary should be pre-eminently a source of inspiration to leaders in the native church, and should emphasize the nurture of the spiritual life of the people in the churches.

II. Attitude Toward National Ideals and Movements

The missionary is also an exponent of international justice and good will. As such he should be free from all racial prejudice and should endeavor to appreciate that which is good in the cultural heritage of those among whom he works. He should make every effort to understand their national ideals and aspirations and to encourage every movement that is in the interest of their welfare.

III. Attitude Toward Other Faiths

The missionary should sympathetically study the religions of the people among whom he labors that he may be able better to realize their religious background and more effectively to lead them into the fullness of Christian truth.

IV. Relationships

1. With the Native Christians.

The relationships of the missionary with the people of the Christian community should be both friendly and cooperative. As far as possible, he should push aside the accidental barriers which hinder genuine friendship and Christian brotherliness. His influence should not be dependent upon the authority of office or of financial relationship. On every field the missionary and the native Christian should regard each other as co-workers, brothers and fellow-servants of Christ. The missionary should be an exponent of equality and fraternity.

2. With the Native Community.

In accepting a place among the people of the mission field, the missionary should identify himself as far as possible with the community in which he lives. It is his to share the common interests and problems of the community and so to conduct himself as to win the respect and affection of the people as a whole.

3. With Fellow Missionaries.

The relations between missionaries should be the highest exemplification of the Christian spirit. Older missionaries should make the new missionary cordially welcome from the time of his first arrival in the country. No effort should be spared to enable him to acquire the language and to obtain such other assistance and guidance as will best prepare him to make the largest contribution to the advancement of the Kingdom. Before the new missionary leaves America it should be made clear to him that only by a willingness to seek and accept the advice and help of others can he profit by their experience and be of the greatest usefulness.

It is incumbent on the mission administration and the Boards to spare no pains to remove every condition which is not conducive to happy personal relationships in missionary service.

4. To the Mission Organization.

The missionary should be willing to cooperate fully with the mission organization and the Boards should satisfy themselves of such willingness before sending him to the field. In the interest of such cooperation, any assurance regarding designation and work which may be given candidates prior to leaving America should be in accordance with previous understanding with the missions and should be officially communicated to the missions.

5. To the Board and the Home Constituency.

The individual missionary on the field should maintain a close touch with the Boards. He should also have due regard to the need of thorough and hearty cooperation with the mission organization. The touch with the home constituency should be kept intimate to the end that the missionary may render the most valuable assistance in the cultivation of the home base.

In so far as it is possible every missionary during furlough should be given opportunity to meet the Boards and the Secretaries. It is desirable, in view of the variety of heavy responsibilities borne by the Boards, and the crowded schedule of time during the Board meetings, that such appointments be made beforehand, by the missionary and the foreign secretary. Those charged with special administrative responsibility should of course have unhurried opportunity for conference and for detailed presentation of problems to the Boards, committees or officers. These conferences also should be arranged by appointment and, where possible, a written memorandum presented of the subjects to be considered.

V. Language Study

All missions should take all practicable measures to insure the acquisition by all missionaries of the vernacular of the people among whom they work, whatever the form of their service may be. A wilful neglect of language study or inability to acquire a working knowledge of the language might well be adjudged a sufficient reason for the recall of a missionary. All such cases should be reported by the reference committee to the Boards.

VI. Study During Furlough

As a rule some portion of each furlough should be spent by each missionary in systematic study. Deputation work should be so arranged as to make possible cultural and inspirational, as well as physical, recreation. Plans should be made to enable missionaries to gain practical experience along lines that will contribute toward increased effectiveness in their special line of work.

VII. Qualifications

1. Spiritual.

Whatever the specialized task, indispensable qualifications of every missionary are a constant, personal experience of God, a clear spiritual outlook on life and a desire above all else to lead men into the joy and freedom of the life of fellowship with Christ.

2. Educational.

The growing magnitude and complexity of missionary activity, coupled with the ever rising standards required for leadership on the field, make it more imperative today than ever before that the missionary be possessed in large measure of clear vision, broad sympathies, intellectual balance and self-control. These qualities should be developed by a general college course or its equivalent, supplemented by the best possible professional training for special work. The courses of study should include foreign languages and there should be proven ability to acquire a language with reasonable ease. Certain other qualifications are highly desirable for missionary service, such as a general familiarity with bookkeeping, methods of church work, and the religious history and ideals of the people to whom the missionary is sent. All missionaries should have a thorough knowledge of the Bible.

3. Health.

The importance of sound physical condition, temperamental balance and a rational attitude toward the whole question of care of health should be emphasized.

4. Personal.

a. Cooperation. The relationships of missionaries are so intimate and vital and have such important and far-reaching influence on the work of the mission as a whole that the fullest and most complete cooperation of the missionary with his fellow missionaries and the missionary organization is essential to the work in every mission field. It is a question whether a missionary who has clearly shown that it is impossible for him to cooperate with his fellow missionaries should not be recalled. Certainly no one should be appointed as a missionary who cannot give assurance of a purpose and definite determination to cooperate to the fullest extent with his fellow workers, both native and foreign.

b. Alertness of mind. The missionary task is becoming continually more and more involved, delicate and difficult. To meet this situation the missionary must be intellectually alert and have a mind open to the currents of modern thought and world movements. Every missionary should cultivate habits of reading and study such as will provide for continuous intellectual growth.

c. Capacity for friendship. The missionary should have the ability to make and retain friends, for without this, one can hardly enter sympathetically into the life of another race. The cultivation of friendships is the privilege and duty of every missionary.

VIII. Conference for Outgoing Missionaries

The Boards of Managers should give serious consideration to the practicability of holding a summer school lasting two weeks or more for new appointees. The subjects for study might include among others, care of health in the tropics and Orient, mission policies, accounting, phonetics, and other necessary subjects.

IX. Emphasis in Recruiting Missionaries

In view of the changing conditions on the mission field and the nature of the work which the missionary must undertake, the Boards in recruiting missionaries should make to the candidates a clear statement concerning the qualifications and functions of the missionary in the present changing conditions and special emphasis should be placed upon the requirement of willingness to serve rather than desire to direct.

CHRISTIAN EDUCATION ON THE MISSION FIELDS

I. Objectives

In the program of evangelizing the world Christian education occupies an indispensable place. While the schools are a direct and conscious evangelistic agency, bringing to their students the challenge of the Christian gospel, their primary educational aim is to develop a strong Christian community with an adequately trained leadership and an intelligent and responsible laity.

II. Extent of Educational Program

The above mentioned objectives determine the lines along which educational work should be developed. The extent of the work must be determined by taking into account the available resources, human and financial, both from America and on the field, and the educational facilities provided by the government or by private bodies.

To fulfill this central purpose of building a Christian community, Christian education for the present and probably for some time to come, must conduct schools of all grades from the lowest to the highest. The number and types will vary according to the needs and resources of the various mission fields. Some or all of the following types will be included:—kindergartens, primary, high and normal schools, vocational schools, colleges, Bible schools and theological institutions.

It would seem that the time has come when increased attention should be given to vocational training by means of the rural-middle, agricultural, industrial, commercial and mother-craft courses or schools, and also to adult education in mass movement areas.

The program of Christian education should not be so extensive as to make impossible the maintenance of the work at a high level of efficiency or the preservation of a proper balance with other phases of work. Moreover, in developing large educational institutions the goal of ultimate transfer of authority to the native Christian community should be kept in mind. The policy of cooperation with other denominations is approved in colleges or other institutions wherever such cooperation makes possible a larger and better equipped institution. Such cooperation should take into consideration local conditions and should never involve sacrifice of principle. The Bible training school and the theological seminary should have a prominent place in each mission.

III. Standards for Curriculum and Instruction

The standards fixed either by the government or by educational associations should be adopted so far as they do not conflict with our objectives. (See Paragraph I.) However, such standards should be recognized as minimum requirements and efforts should be made to set standards and develop methods better adapted to the development of Christian character.

The necessity of professional training for missionaries and nationals engaged in educational work is recognized. Since there is a serious lack of trained teachers on many fields, it is urged that, where needed, the mission schools provide this training. Missionaries should take advantage of the opportunity of furlough in America for study and observation of the best educational methods so that the work abroad may be of the highest quality.

IV. Maintaining the Christian Character of Mission Schools

1. Every educational missionary should be evangelistic in spirit.

2. As an immediate goal all schools should be staffed with Christian teachers and have enough Christian students to insure a Christian atmosphere sufficiently strong not only to dominate the schools but to reach beyond the students to their homes.

3. The claims of religious education should be first in conducting all the activities of the school, the selecting of the staff, the planning of the budget, the shaping of the curriculum, the conduct of religious exercises and the general life of the school. To this end Bible study should continue to hold a preeminent place in the curriculum. However, whether or not such courses should be made compulsory is a question which should be determined in the light of conditions which prevail on each field. Extra-classroom activities such as scouting and athletics should be organized in such a way as to bring the greatest and broadest possible Christian impact upon the lives of the pupils.

4. If the schools face the situation of accepting money from any private or public source under conditions which would, by stipulation or implication, seriously abridge the opportunity of the schools to offer religious instruction or control the Christian character of its teaching, the financial aid should be rejected.

V. Transfer of Administration of Schools to the Christian Community

The administration of and responsibility for mission schools should be increasingly transferred to local churches or associations or to Christian boards of control. Along with this transfer, local support, including endowments, should be secured until the schools can be supported entirely without aid from America. In making such transfer the Christian character of the institution must be safeguarded.

VI. Relations to Governments

1. When the missions find it necessary or desirable to apply for Government registration and recognition for their schools this should be done without imperilling the efficiency or Christian character of their work.

2. The Christian forces should seek all possible cooperation with government education. Such cooperation may consist, for example, in the training of teachers who will find their sphere of usefulness in government schools, or in the exertion of a moral and religious influence on the students in government and non-Christian institutions.

3. In harmony with the present policy of the Boards of Managers it is agreed that grants-in-aid may be accepted for mission schools wherever the missions concerned consider them advisable. However, in view of the gradual acquisition of political power by the nationals of India and the effects which that change may produce in educational policies, school managements on the various fields should be awake to the dangers of the present situation, and if they find that such cooperation is destroying the distinctively Christian nature of the schools, should favor the rejection of government grants.

THE MINISTRY OF HEALING

I. Objective

The paramount task of medical missions is the winning of men and women to Jesus Christ. The Boards therefore recognize with gratitude to our Lord and Master the earnest evangelistic spirit pervading our medical work all over the world.

II. Program

The following are recognized as the important features of the medical program:

1. Medical Practice.

Considering the long and severe training that doctors have undergone and the great importance and need of medical work on the foreign field, the Boards recommend that every effort be made by the mission organization to enable mission doctors to carry on their work with the greatest possible efficiency and along modern scientific lines. To this end attention is called to the following points:

a. That unless some special reason exists, duplication should be avoided in the location of medical work in order that as many as possible may be reached with medical aid.

b. That for purposes of record and comparison, the forms for the report of hospital and dispensary statistics be standardized.

c. That in attempting to secure complete self-support, care should be taken that this effort should not result in meagre equipment and insufficient number of hospital assistants.

d. That in view of the varying needs of the field and of the necessity of adequate equipment, each field should be asked to prepare a list showing what would be an adequate equipment, with an estimate of the approximate cost of the same, and that each hospital indicate its needs to reach this standard.

e. That the offer of the Woman's Board to supply hospitals of both Societies with such articles as are prepared by the White Cross Department be noted with thanks and that all mission doctors be urged to do their part in keeping the Woman's Board informed as to the kind and quantity of such material needed.

f. That a medical missionary in order that he may do the best possible professional work should be freed from other responsibilities, except as he himself may choose to undertake them.

g. That the medical missionary be urged to take post-graduate work on every furlough, in order that he may keep abreast of the times and be fitted for his difficult task.

2. Medical Care of Christian Workers.

a. Considerable progress has been made in the past seven years in the organization of the medical department and the health of missionaries during the furlough period is now given systematic attention with a view to making good so far as possible the disabilities suffered during residence upon the field and also to restoring the missionary to a physical condition justifying his return to the field for further service. It is clear, however, that the amount of time which the Medical Director is able to devote to

this work in view of other obligations resting upon him is insufficient to meet the needs of the case. It is therefore recommended:

(a) That the Boards be urged to appoint to the staff of the home offices as soon as practicable a physician to give full time service in the care of the medical department.

(b) That there be consultation which will lead to better correlation between the mission doctors on the field and the medical department of the Boards.

(c) That, on all fields where there is medical mission work, the details connected with the annual medical examination of missionaries on the the field, including the keeping of records, be handled exclusively by the physicians.

(d) That the present practice concerning medical allowances be continued except that in the first filling of an optician's prescription lenses be chargeable in the medical bill.

(e) That the Reference Committees upon the various fields be asked to send to the medical departments a statement covering the amount recommended for appropriation for medical services to the individual missionary at the same time that such actions of the Committee are sent to the Foreign Secretaries.

b. Recognizing the importance of conserving the health of Christian workers on the field and the pupils in mission schools, the Boards recommend that practical measures looking to better provision for this need be taken.

3. Public Health Education.

As a large proportion of sickness and suffering in mission lands is due to preventable causes, the Boards urge that in training native leaders preventive medicine be recognized as a definite part of the work. The following are suggested as valuable means to this end:

a. Courses in primary and middle schools emphasizing dietetics, village sanitation and the prevention of tuberculosis and other communicable diseases.

b. Courses for girls in high, normal and Bible schools emphasizing child welfare and midwifery.

c. Popular medical teaching at public gatherings by means of lantern lectures, health talks and chart demonstrations.

d. Encouragement and development of public health measures and the training of Christians to service along this line.

4. Medical Education.

Believing that increasingly larger portions of the work should be done by the people of the country, the Boards recommend the furtherance of medical education and suggest:

a. That the medical needs of the country and Christian community be presented to the boys and girls graduating from mission schools together with the opportunities for Christian service offered by the medical profession.

b. That great stress be laid on the training of nurses and other hospital assistants, such as compounders and laboratory workers.

c. That the training of native physicians be emphasized and that there be full cooperation in existing union medical schools.

5. Transfer of Medical Work.

With the progress of medical education in the East, the time when foreign physicians may be eliminated from the staff of mission hospitals can easily be envisioned, but, seeing that these institutions are a trust committed to us by the Christians of America for the propagation of the Christian faiths, any transfer of administration must be in harmony with the rules of transfer in force with the Boards and so safeguarded as to preserve the evangelistic character of the work.

ADMINISTRATIVE PROBLEMS

I. The Place and Function of the Boards of Managers

1. It is fully recognized that the Boards of Managers of the American Baptist Foreign Mission Society and the Woman's American Baptist Foreign Mission Society are charged by the denomination with final responsibility for the determination of policies and the administration of the work on the foreign fields.

2. Experience has shown that the best results in discharge of these obligations can be secured as the Boards consult freely with the missions and seek and receive the largest and most effective cooperation of the missionaries.

3. It is important therefore that the Boards and the missions together develop such field organizations and procedures as will guide the Boards in the formulation of general policies and will represent them in the administration of the work.

4. To maintain unity and balance in all our work and to save the Boards from unwise projects and expenditures, it is essential that the Boards have

detailed information at the very initiation of important plans and that there should be mutual exchange of views as the formulation of such plans proceeds.

II. Field Administration

1. Unified administration on the field is absolutely essential to secure the best results. In order to secure this unified administration on the field it is important that there should be close consultation and cooperation between the two Boards at headquarters.

2. The experience of a number of missions has shown that unified administration within the mission is promoted by:

a. Adequate representation of missionaries of both Boards on all mission committees and especially on the reference or executive committee.

b. Appointment by the mission of a woman's committee to serve as a sub-committee of the reference or executive committee to advise on matters pertaining to work for women.

c. Fullest and most careful consideration by the Boards of all recommendations of the missions and reference or executive committees in matters of policy or administration.

3. The progress already made in most missions in delegating administrative functions to a reference or executive committee, while reserving for the annual mission meeting the formulation of policies for recommendation to the Boards and the right of review of the actions of its committees, is most encouraging and suggests the advisability of further effort along this line.

4. The experience of four of our missions proves the value of the contribution to administration which a mission secretary may make. The importance of this contribution is emphasized by the responsibilities placed upon the missions by the Boards, by the need of more acurate and comprehensive data from the field, and by the adjustments necessary to meet national movements in various countries. The appointment of a mission secretary should carry with it an adequate budget provision for his work.

5. Frequent and more extended visits to the fields, perhaps once in three years, by the Foreign Secretaries of both Boards are advisable, to provide for adequate administration of the work and to maintain the most helpful relations between missionaries and Boards. It is possible that more frequent brief visits to the home land of field secretaries when considered necessary by the Missions and the Boards, would be helpful.

III. Retiring Age of Missionaries

Looking towards the time when the retiring age of missionaries shall be sixty-five, the Boards agree that, when the missionary reaches that age, the question of retirement shall be reviewed by the Mission and the Board involved, and that, in case the missionary's term of service is extended, it shall thereafter be reviewed at the end of each two year period. It must be recognized, however, that the possibility of retirement at sixty-five is conditioned, on the one hand, by the needs of the Mission, and, on the other, by the ability of the Boards to assume the added financial burden.

IV. Indigenous Churches and Administration

1. As the International Missionary Council held at Jerusalem has well stated, "The Mission movement of the older churches has resulted in the development throughout the world of bodies of believers in Christ, appointed by God, to witness to him. . . . We now see that these younger churches can bear their testimony more naturally, more adequately and more extensively only as they become thoroughly indigenous." It follows then that administration of Christian work, including the work of the organized missions from America, should be transferred to the indigenous churches as rapidly as they are able to discharge the obligations so incurred.

2. Since the aim is to build up churches of nationals charged with the responsibility of winning their own lands for Christ, it is therefore evident that missionaries should welcome and do their utmost to forward the development of native initiative and responsibility and should use every endeavor to hasten the day when the churches shall be prepared to direct their own activities.

3. It is agreed that immediate wholesale transfer of the work is not generally desirable or practicable. Pending the arrival of the day when all work can be transferred to exclusively native bodies, it is recognized that there is a transition period when there should be direct cooperation between the church and the mission. During this period the authority and responsibility of the mission for organization and administration of such work as may be transferred, together with the appropriations from the Boards for the same, should be transferred to some committee or some appropriate and responsible organization on which both church and mission are represented, as rapidly as responsibility for administration can be developed. We believe that the best results will be obtained, both in building up a strong, efficient indigenous organization and in making possible complete eventual native control of the mission work if, during the transition period, nationals are not added to the membership of the

Reference Committee or other existing Mission Committees, but entirely new committees are organized with members elected by the Mission and by the nationals respectively. While in certain instances such organizations may be temporary or purely transitional, the effort should be to build permanent indigenous organizations in each case. "This end will doubtless be attained more rapidly and more completely by forming committees or organizations for this purpose, rather than by adding native representation upon the membership of already existing mission committees." Since it is our aim to foster a sense of proprietorship in the indigenous church, each field must decide in the light of local conditions to what extent and for how long a period missionary representation on such bodies should be continued.

4. Such experience as has been accumulated seems to show that certain forms of work can be more readily and effectively transferred than others. In certain fields progress has been made in the transfer of evangelistic and hospital work and various phases of school work. These seem to offer the natural line of approach to transfer. In making transfer it may be wise to gain experience in the transfer of work appropriations in any given department before responsibility is assumed for such matters as the following:

a. Designation and transfer of missionaries.

b. The request to the Boards for missionary reinforcements.

c. The opening of new work or the continued maintenance of existing work.

5. During the period of cooperative administration, for the present at least, the following general principles are suggested:

a. National representatives on controlling bodies should be selected by the indigenous convention or some related group and should report back to their own constituency.

b. Power of distributing budgets should include the responsibility for raising funds locally and meeting deficits.

c. Missionary representatives on these controlling bodies should be chosen by the mission and should be responsible to the mission and the Boards.

d. Administrative relationships of the Boards in America with the indigenous church should still be through the mission, though the Boards will naturally maintain direct fraternal relations with the church and foster a sense of comradeship in the common task of establishing the kingdom of God on earth.

6. Financial Relationships During the Period of Cooperative Administration.

a. During the transition period, in the interest of the fullest fellowship between the missionaries and native leaders, responsibility for fixing salaries of indigenous workers should be transferred from individual missionaries to properly constituted committees and financial administration should as rapidly as possible be so adjusted as to make it unnecessary for the individual missionary to have financial relationships with native workers or local churches in such matters as the payment of salaries, rent, travel, etc.

b. As a condition of transferring to cooperative organizations representing both the churches and the mission the administration of appropriations made by the Boards, provision should be made for such financial reports and review of accounts as will give to the Boards adequate assurance that the funds are expended in harmony with policies approved by the Boards.

7. Transfer of Property to Indigenous Bodies.

a. General policy of the Boards.

The Boards recognize that buildings erected for the carrying on of mission work are intended, with the exception of missionary residences, primarily for the benefit and use of the native Christian community and, in harmony with the ideal that all missionary activities shall ultimately pass over to the native Christian church, it is the policy of the Boards that the ownership of church, school and hospital buildings erected on the mission field with funds appropriated in whole or in part by the Boards shall ultimately be transferred to the indigenous Christian community on conditions mutually to be agreed upon as respects time of transfer, safeguards as to future use and reimbursement for funds invested.

(1) Village church and school buildings, together with preachers' and teachers' houses, if not already owned by the church or Christian community, should be transferred at an early date either to a local group or to a holding body representing the indigenous Christian community.

(2) Station churches and station schools of primary or lower secondary grade should be transferred to a suitable indigenous holding body when satisfactory assurance can be given that the receiving body will maintain the property in good repair and continue its effective use for the purposes for which it was intended.

(3) Larger educational institutions, hospitals and some church buildings in large centers are related to the work of the field in general and in many instances represent the investment of designated gifts of such a

nature as to involve the principle of trusteeship. With regard to such buildings, careful investigation should be made as to the ability and readiness of the indigenous Christian community to hold the property and maintain the institutional work in such manner as will fulfil the trust expressed or implied in the acceptance of the funds used to provide the buildings. Transfer of title may be considered if and when such investigation indicates that these conditions are met.

(4) Missionary residences will be required for the use of missionaries so long as the latter remain in connection with the work and therefore may wisely continue to be held by the Societies. In cases where such residences are no longer needed for missionary occupancy and can be advantageously used by the indigenous body, as for example, faculty residences on a college compound, they may be transferred on mutually acceptable terms.

(5) Mission owned buildings, particularly residences that are no longer needed for mission purposes and that cannot be advantageously utilized by the native Christian community for religious or other purposes directly promoting the Christian movement may be sold at the discretion of the mission with the approval of the Board concerned and the proceeds will revert to the Board for such use in that mission or elsewhere as it may determine.

b. Desired safeguards.

In transferring to indigenous bodies buildings or other property provided wholly or in part from funds appropriated by them the Boards would wish to have satisfactory assurance:

(1) That the property transferred would continue to be used for the purposes for which it was originally intended or for some other purpose definitely contributing to the advance of the Christian movement in the area concerned.

(2) That the property would be maintained in suitable repair and proper condition for use and that it would not be mortgaged without the approval of the Board concerned.

(3) That the property would not be alienated or disposed of unless it were clearly no longer suitable for the use intended or unless it were found desirable to replace the property transferred with other property better suited to the use intended.

(4) That the use of the proceeds of the property, if sold, should be subject to approval by the Board concerned with the expectation that any use calculated to carry out the original purpose of the property or some other purpose definitely contributing to the advance of the Christian

movement would receive the Board's approval. Failing such use of the proceeds of sale, the Board would be entitled to ask for the return of the funds, at least to the amount of the original investment.

(5) That there shall be in existence or, if necessary, created, a holding body representing the indigenous Christian community, competent to take title and ready to accept responsibility for administering the property in accordance with any specific agreement that may be entered into at the time of transfer, including the fulfilment of any trust expressed or implied in the acceptance by the Board of the funds used in purchasing the property or erecting the building.

c. Intermediate procedure.

In certain cases it may be found desirable to transfer the active management and control of property or institutions to indigenous bodies while still retaining the title in the Society. In some such cases the property could be leased to a responsible managing body. Such leases should be for limited periods and for a definite consideration. They should always be made subject to review and approval by the Board, at least as to substance, and a copy of each lease should be filed with the Home Treasurer. In cases of emergency when it has not been possible to submit the terms of the lease in advance, the lease as drawn should contain a clause providing that it shall become effective only after formal approval by the Board. An investigation should be made as to other forms of agreement by which the Society may transfer the management and control of property to a native body while retaining actual ownership.

FINANCIAL PROBLEMS

"While our first task in the prosecution of the missionary enterprise undoubtedly consists in developing all the spiritual interests and forces under the most advantageous conditions, we are equally responsible for developing all the material resources which may be available to the very utmost in order that the greatest results may be attained in the direction of our primary objectives."

I. Readjustments in Work on the Fields

1. The present resources of the two Foreign Mission Societies and their prospective income for the immediate future, even assuming a moderate increase, are so manifestly inadequate to meet the financial requirements for missionary staff, mission work and property equipment needed to carry out the programs of work and field occupation now held by the mission as to make imperative readjustments in those programs.

2. Response to providential and promising opportunities that may present themselves and to unforeseen situations that are likely to arise out of the nationalistic developments so in evidence on many of the fields cannot be assured except as funds can be released from work now being maintained.

3. Effective work along the lines of the general policy of the Boards and the missions as a whole may require, in the absence of increased income, the transfer of funds from certain units of the work to the support of other units deemed by the mission more vital to its program.

4. Readjustments within the missions might involve the discontinuance or reduced support of stations, institutions or phases of work. Such readjustments should be made by the Boards only after an exhaustive study of conditions and full consultation with the missions concerned.

5. In making these readjustments within the missions, the following possibilities, with others, may well be considered:

a. Transfer of a station or institution to indigenous organizations.

b. Substitution of nationals for missionaries in the conduct of work.

c. Combination of two stations or such arrangement of work that one missionary or national leader can care for more than one station.

d. Transfer of a station, institution or work to some other mission prepared to accept the responsibility.

e. Discontinuance of a station or work that is relatively unfruitful after long cultivation.

f. Discontinuance of a station or work in which the cost of maintenance is disproportionately high as compared with the results secured.

g. Non-replacement of missionaries retiring from stations where meager results are shown.

h. Discontinuance of native workers least capable of effective service.

The Boards believe that readjustments in work on the field should be made for three distinct reasons:

1. Because of the changes that are taking place in the political, social, economic and religious life of the people of the non-Christian countries rendering former policies or methods inadequate or obsolete.

2. In order to make more effective use of the resources in men and money that are available.

3. Because the annual receipts of the Societies are not sufficient to maintain the present staff, agencies and institutions at a reasonable degree of efficiency.

The Boards will continue to study the work in each of the Mission Fields and request each mission also to make a study in order that the Boards and the mission together may maintain a program for the mission suited to the new conditions and to the resources available.

II. Basis of Distribution by the Boards of Total Funds Available

The Boards recognize the importance of having some general principle or principles which may serve as a guide in the distribution of funds. They do not believe that a distribution of funds among the missions based wholly upon a series of fixed percentages is consistent with the best administrative policy, especially in view of the rapidly changing conditions on all the mission fields.

The Boards propose, therefore, through their respective Foreign and Budget Departments to establish on as equitable a basis as possible the share of each mission in the total funds available, one of the factors in which would be the appropriation actually made over a period of years for all of the normal expenditures of the mission. The Boards would then study carefully the amounts to be allocated to each of the missions from year to year with reference to this standard as well as in the light of such special needs and opportunities as may be presented in each field.

The Boards recognize as factors that should affect the distribution of funds among the missions, in addition to the percentage share of actual appropriations over a period of years such principles as:

1. Age, condition and history of the work.

2. Degree of success over such period in realizing the primary aims of the mission as approved by the Boards.

3. Adequacy of programs and personnel for accomplishment of these aims.

4. Cost of conducting work in a given area including cost of travel to the field.

5. Proximity, strength and character of work of other agencies or denominations.

III. Increased Responsibility of the Missions in Administration of Funds

The Boards after careful study and in the light of facts reported by executive officers who have visited the fields and have conferred with nearly all of the missions on this subject, deem it wise to continue the plan of "appropriations in gross" as now in effect. They believe that each mission "should be held responsible for keeping its expenditures within the amount of the budget representing its proportionate share of the funds available" as allocated by the Boards. They will welcome advice from the missions as to possible changes in the ratio to one another of the general budget classes, such as missionary salaries—field and home, passages, mission work—including support for indigenous workers, institutions and agencies, care of mission property, new appointees, Oriental students and additions to property. They will also welcome advice from any mission as to the use of any increase in appropriations that the Boards may find it possible to allocate to the mission or as to the use of any surplus that may appear after meeting the normal requirements for missionary support and work appropriations within the total which may be fixed as the mission's share of available funds, such advice to be given in advance of the adoption by the Boards of the final schedules of appropriations for the year and to indicate approximately the amounts or percentages of funds desired for increased work appropriations, for new appointees, for buildings and equipment.

Because of the very complicated nature of the task and the difficulty that would be experienced by the mission in forecasting and adjusting the wide variations from year to year in such items as missionary salaries and passages, the Boards do not believe it practicable under the present system of appropriations for a mission to prepare estimates in advance covering the entire budget.

IV. Miscellaneous

1. Children's Allowances.

Children's allowances, instead of being calculated on the basis of a percentage of the local missionary salary, shall be established at a fixed amount for each child, with the understanding that the fixed amount in each case will approximate the amount that would be available on the former percentage basis.

Children's allowances shall be calculated from the first day of the month in which the birthday of the child occurs.

2. Exchange on Salaries and Home Remittances.

The existing rule providing for a guaranteed rate of exchange on salaries of missionaries appropriated in gold is reaffirmed with the following interpretations as to the application of this rule.

a. The missionary shall be charged at the guaranteed rate of exchange for all payments made in America from salary account.

b. The missionary shall be charged at the guaranteed rate of exchange for all purchases of the Mission Treasurer's sight drafts for payments made from salary account.

c. Balances of outfit and refit appropriations remaining unexpended shall be made available to the missionary on the field at the guaranteed rates.

d. The missionary shall be allowed to pay for goods purchased from mission work appropriations, either by drafts drawn by the Home Treasurer on the missionary or by the purchase of sight drafts through the Mission Treasurer at the current rate of exchange.

3. Missionary Accounts and Overdrafts.

a. Accounts.

The necessity for the keeping of proper accounts and the rendering of adequate reports to the Boards covering the receipt and expenditure of all mission funds is clearly recognized. Assistance in securing an elementary knowledge of bookkeeping and particularly the preparation by the Boards of a simple manual of instruction in the keeping of mission accounts would be heartily welcomed.

b. Audit.

The accounts of Mission Treasurers and of the larger mission institutions should be audited by public accountants where this can be done without excessive cost or by other competent disinterested persons and a report of the audit should be sent to the Home Treasurers.

The accounts of smaller institutions and of all the individual missionaries should be on some uniform system and should be reviewed by the Reference or Executive Committee of the Mission or by a special auditing committee or in some other manner arranged by the Reference Committee and approved by the Boards. The results of the audits should be communicated to the Home Treasurers.

The Treasurer shall correspond with the several missions with a view to securing the most satisfactory audit practicable of the accounts of Mission Treasurers and the larger Mission institutions and also with a view to securing a satisfactory review of accounts on the field of the smaller institutions and individual missionaries either by the Reference Committee or some other suitable agency.

c. Overdrafts.

The missionary may in case of exceptional need be permitted to draw one month's salary in advance. If such advance is not repaid within three months, the Mission Treasurer shall report the facts to the Home Treasurer for the information and action, if desired, of the Board concerned. In aggravated cases the Boards may lay the facts before the Reference Committee and seek its advice and cooperation in dealing with the situation. In Burma and China abuse of the privilege of drawing checks on the Mission Treasury shall be followed by withdrawal of the privilege.

In certain frontier fields and stations an advance of two or three months' salary may be allowed on the vote of the Reference Committees and the Boards.

No missionary shall be permitted to overdraw his or her work appropriations except as approved by the Reference Committee and such approved overdrafts shall be charged to the mission Reserve Fund until they are adjusted. Any overdrafts or deficits outstanding at the close of the fiscal year shall be a first charge against the appropriations for the new year.

d. Loaning and Borrowing Funds.

Under no circumstances should a missionary or mission institution loan mission funds or borrow funds for mission or other purposes if such action involves or is likely to involve the mission or either of the Boards in financial obligation unless specifically authorized to do so by the Board concerned. This rule does not apply to particular cases in the administration by the mission of student loan funds or loan funds for churches.

4. Endowment Funds for Mission Institutions.

The Boards believe that, especially in the light of the present situation in China, it is inexpedient to seek from donors in America endowment funds for mission institutions unless it be in the form of general educational endowment funds vested in the Boards and subject to their full discretion as to the application of income. The securing of endowments on field, however, should be encouraged provided such funds are not subject to conditions that will impair the Christian character and influence of the institution.

5. In accordance with the recommendation of the Conference the Boards have drawn up an outline of policy as to the erection of buildings which is to be incorporated in the Manual.

CULTIVATION OF THE HOME BASE

I. Objective

The Home Base Departments of the American Baptist Foreign Mission

Society and the Woman's American Baptist Foreign Mission Society seek the development of missionary interest among the churches throughout the home field and in general execute the plans of the two Boards for the enlargement of resources in cooperation with the approved denominational program.

II. Prayer a Factor in Home Cultivation

The Boards gratefully recognize the manifest blessings which God has given to the work during recent years in answer to prayer. These include progress in the direction of self-support and willingness upon the part of the native churches to assume responsibility for organization and conduct of the work, great spiritual awakenings and large ingatherings upon many fields and the hearty response of the constituency at home to the Lone Star appeal. In view of these and many other evidences of God's faithfulness in answering prayer the Boards would urge that prayer be given a larger place than ever before in the program of foreign missions, both in group organizations and by individuals, realizing the supreme importance of keeping warm and vital the current of communication between the great Source of power, Jesus Christ, and the individual soul.

Individual missionaries in their letters to friends at home should emphasize the importance of prayer for the work and workers.

III. The United Denominational Program

The Boards are convinced that the principle of cooperation in presenting the needs of our various denominational beneficences to the constituency is both wise and right and believe that their relation to the cooperative movement should be continued.

The danger of our cooperative movement becoming mechanical and ineffective in its organization and promotion, however, should be clearly recognized together with the fact that the presentation of a unified budget in which details are lost has little power to awaken interest and stimulate generous giving. Effort should be made to insure a sufficient measure of flexibility in the machinery of promotion so that the work and needs of foreign missions may be placed graphically and vividly before our people.

Effort should also be made to preserve a proper balance in the emphasis laid upon the various departments of our denominational activity. It should be recognized that the agencies laboring in the homeland are many, those abroad but two; also that the foreign mission work has blazed the trail for many of our other activities and continues to throw into high relief the principles of service and sacrifice. A dwindling emphasis upon foreign missions would in all probability result ultimately in a diminishing support of all other denominational activities.

IV. Interpreting the Situation Abroad to the Churches at Home

1. The Present Day Emphases.

In the presentation of the work at home by missionaries on furlough or by members of the Boards whether in private conversation, public addresses or the use of the press, every effort should be made to bring the denomination into sympathetic understanding of the rapidly changing conditions on the field which necessarily affect the conduct of the work.

The Boards therefore recommend that in foreign mission publicity fresh emphasis should be given to such points as the following:

"The unchanging aim of the Foreign Mission enterprise—to make Christ known to the world; the development of an indigenous Christianity free to make its own interpretation of Christ as the Divine Spirit directs its thought; gradual and ultimately complete devolution in mission administration; the establishment of international cooperation; the abolition of war; the eradication of race prejudice; the thorough application of Christianity to industrial relations the world around; the protection of weaker peoples from unscrupulous exploitation by economically stronger nations; and the Christianization of nominal Christianity already in existence in the Western Nations."

Now that native leaders are emerging with ability to assume a very large measure of responsibility for the work in their own countries, it will be necessary to lead the churches at home to a deep and grateful interest in such leaders and their work and to as great a readiness to help support them as to send out foreign missionaries. It is important that the denomination be led to understand that the formation of autonomous Baptist bodies in the Orient is a most encouraging development and that it increases rather than lessens the obligation to continue financial support to such groups.

Above all else, it is important that in the new emphases in publicity, we shall not fail to continue to stress individual evangelistic effort for individuals. It is one thing to emphasize the glittering generality of the elevation of the womanhood of India; it is another thing to remember that the womanhood of India consists of individual mothers with the same instinct that we honor in the mothers of America. We must indeed safeguard the childhood of the race from economic exploitation and from future war, but we need also to remember that we must save children. Christ came to save manhood but manhood consists of individual men.

2. Impact of Missionaries on the Home Constituency.

a. Publicity.

There is need throughout the home constituency for a more adequate knowledge of the exact situation abroad, promoted by publicity material,

more effectively prepared and distributed. The Boards therefore recommend:

(a) That a wider use be made of carefully prepared foreign mission publicity material.

(b) That a publicity committee be appointed in each mission. This committee should promote the preparation of articles, pamphlets and stereopticon lectures to be forwarded to the Home Base Departments for publication. It is understood that with all such material the Home Base Department shall have the privilege of editing, provided the meaning of the author is not altered.

(c) That, in order to avoid duplication of effort, no publicity material be published on the field for circulation among the home constituency except annual reports of the missions, and for missions so desiring, not more than one periodical. In these cases, the editors should use the utmost care to avoid even indirect appeals for specific gifts. They should also ascertain in advance of publication, if possible, the number of copies which can be used effectively by the Home Base Departments.

(d) That the missionaries at each station plan for the sending of a station news letter to the Home Base Departments at least as frequently as every three months, with the understanding that copies of such letters shall be sent to all interested in the work of that station and to such friends as the missionaries may indicate.

(e) The Boards point out that adequate foreign mission publicity is entirely dependent upon the hearty cooperation of the individual missionary, the publicity committee of the mission, and the Home Base Departments.

b. Deputation work.

(a) In the interest of a broader knowledge of the work abroad and of a clearer understanding of its problems on the part of the home constituency the Boards propose a more systematic use of missionaries on furlough in deputation work. This effort should include, among other measures, the following:

(1) The planning of deputation work in such a way that each section of the home field may receive its adequate and proportionate share of deputation work. To this end definite plans should be initiated by the Home Base Departments and the Board of Missionary Cooperation in place of the present policy which consists largely of acceptance of invitations from the churches.

(2) An endeavor to reach the smaller churches to a much greater extent than at present.

(3) Week-end conferences in carefully selected centers under the leadership of a missionary deputation team.

(4) Full cooperation with the Department of Missionary Education in summer assemblies and missionary education conferences.

(b) The Boards offer the following suggestions with a view to the better preparation of missionaries engaged in deputation work:

(1) Unless there is some constitutional disability or an absolute lack of ability for such work, which would make it unwise or impossible to attempt it, missionaries while on furlough ought to give as large an amount of time to deputation work as is consistent with the requirements of health, study, etc.

(2) Inexperienced missionaries might be sent out into deputation work with experienced missionaries in order that the experience of the latter might be of service to the inexperience of the former in the actual field tryout.

(3) A central training conference or sectional training conferences, preferably the latter, should be arranged by the Home Base Departments, at which Board secretaries, state officers, Board members, experienced pastors and sympathetic laymen could make their accumulated experience available for deputation workers attending such conferences.

(4) The Boards would also reaffirm the finding of the Newton Center Conference that the Home Base Departments should prepare a manual for deputation workers.

V. Vitalizing the Work

1. Visualization of the Budget.

The Boards believe that any marked increase in missionary giving depends largely upon closer and more vital relationship between the churches at home and the mission fields and workers, and therefore recommends that the missionaries cooperate more fully with the Home Base Departments by furnishing material descriptive of definite items or phases of the work, human interest stories, and incidents of difficulties and obstacles encountered in the work, in order that the Home Base Departments may make a vital presentation of the work to the home constituency.

2. Designated Gifts.

a. The following statement concerning the relationship of designated gifts to the unified denominational budget is given to clarify the meaning of designated gifts:

> Designated contributions shall be understood to mean all contributions designated for any participating organization (in the Northern Baptist Convention) and applicable to the support of its regular operating budget.

b. The Boards recommend, in view of this understanding, the continuance of the present plan of applying all regular designated gifts for mission work to the work appropriation of the missionary or station to which they are designated and of notifying the missionary concerned of the receipt of such gifts.

c. In view of the fact that the confidence of donors has sometimes been seriously impaired by correspondence of missionaries direct with them concerning mistakes in the application of designated gifts, it is desirable that in such cases correspondence be directed to the department making notification of the gift, with a complete statement of facts and that sufficient time be given for full investigation and for readjustment.

3. Specific Gifts.

a. The Boards recognize the distress which the individual missionary on any field must often suffer for lack of sufficient means to meet compelling needs or to enter attractive avenues of service and the temptation to approach the constituency for funds for special purposes outside the limits of the regular budget. Attention is called, however, to the following important principles governing the subject of specifics:

(a) The needs on every one of the fields are practically boundless.

(b) The resources for meeting these needs are strictly limited.

(c) Tasks of primary importance should as far as possible be included in the regular budget.

(d) The number of enterprises requiring the raising of specific funds outside the budget should be reduced to a minimum.

(e) In the relatively small number of cases in which the need is so urgent as to justify the efforts to secure specific funds outside the budget, the missionary should refrain from making any appeal to the constituency until after the project has been approved by the field organization and the Boards. The appeal should then be made in accordance with plans made by and in close cooperation with the Home Base Departments. It is of course understood that action of the reference committee alone is not sufficient authorization for seeking specific gifts.

b. Since in some fields there has grown up through the years the practice of caring for a considerable proportion of the work through specifics, it is advisable:

(a) That all gifts for the work, whether received by the missionary direct or through the regular channels, should be at once reported to the reference committee and the Boards and, in case the proposed expenditure is deemed unwise, the specific should be held pending correspondence with the donor and the Board concerned. All specific gifts, whether received direct or through the Boards, should be accounted for in the same manner as regular appropriations.

(b) That an inquiry be made by the reference committee upon each field to ascertain whether a lack of balance has been brought about through the receipt of a large amount in specific gifts.

(c) That if this inquiry reveals the fact that any station or individual profits to an unusual extent by specific gifts the reference committee make allowance for income thus received in apportioning the funds received through appropriations in gross.

(d) That missionaries endeavor to induce donors to allow gifts offered as specifics to apply on the regular budget.

VI. Miscellaneous

1. Student Groups.

The Boards place themselves on record as being greatly interested in the efforts of student groups in this country to achieve a more adequate understanding and appreciation of the Christian church and its activities. It is hoped that the energy and enthusiasm of the youth of all lands may find within the church a channel of expression that shall call forth every element of its courage and vision to deal with the complex problems of the present day. Every effort should be made to cooperate with these groups in all lands to help them not only to find their place in, but also to make their contribution, to the kingdom enterprise.

2. Manual for Missionaries.

In order that the relations of the missionary to the Boards may be clear to all, the Boards are proceeding to prepare a Manual. This shall include not only matters pertaining to the missionary's contacts with the home constituency but also all phases of his activity.

OUR SPIRITUAL RESOURCES

The Boards would again call attention to and emphasize the importance of the Conference Finding on Our Spiritual Resources.

1. The Conference renders thanks to our Heavenly Father for the rich spiritual feasts we have enjoyed during the devotional periods of the Conference and the spiritual help for our tasks that this fellowship with our Master and each other has brought and the fresh vision we have had of our abounding spiritual resources in God, our Father.

2. The Conference firmly believes that our great and supreme task is to preach salvation through Jesus Christ and that only as He is exalted in word and deed both in individual and church life will our work succeed.

The Conference heartily rejoices in the present emphasis on evangelism at home, believing that this will prove a great stimulus both to missionaries and to the Christian churches on our mission fields, leading them to dedicate themselves anew with greater zeal to the service of the Master.

3. In view of the evidences of wealth on every side and remembering the power and purpose of Christ to transform our selfish ideals, the Conference wishes strongly to emphasize:

a. That the missionary appeal for self-denial both in life and gifts at home and abroad will ever point the way along which lies the great hope of the church. For the sake of the nation and church at home, as well as of our missionary work, this fact must never be forgotten.

b. That in view of the present emphasis on stewardship of life and money in the churches at home we take great courage, having confidence that the Christians of America will more and more realize their responsibility for giving the gospel to all the world.

c. That the Conference regards it as most significant in the leading of Providence that just at the time when the American people are entrusted with wealth such as never before has been known, the hearts of non-Christian people are ready in an unprecedented degree to receive the gospel of Jesus Christ.

4. The Conference recognizes the sympathetic world outlook and many other encouraging elements in the youth movement of today and calls upon the churches in every way to seek a sympathetic insight and understanding of it lest, leaving them unaided, we fail to secure for Christ's kingdom in all lands the fine enthusiasm and aspiration present in our best young people today.

5. The Conference deeply feels in our great task the need for mobilizing all resources of power and earnestly calls upon all Christians both at home and on the foreign field so to live as to bring to our aid the promised power of the Holy Spirit and the results of persistent prevailing prayer.

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